

CRITERIA FOR IDENTIFYING EMPLOYEES
ELIGIBLE FOR FOREIGN SERVICE-TYPE
RETIREMENT (as coordinated by



o/a 1 Aug 62)

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The criteria for identifying those employees who would become eligible for coverage under such a retirement system rather than under civil service retirement would be as follows:

Career employees of the Agency would be eligible for annuities computed at the rate of 2% of the average salary of their "high-five" years of service multiplied by the number of their years of Federal service under the following conditions:

(1) Optional Retirement

Career Employees may apply for and normally be granted retirement on such annuities at age 50 if they have completed 20 years of Federal service of which 10 were with CIA and 5 were overseas with CIA.

(2) Discontinued Service (other than for cause)

(a) The DCI may retire Career Employees of supergrade rank on such annuities when he determines this action to be in the interest of the Agency.

(b) The DCI may retire Career Employees in grades GS-14 and GS-15 on such annuities when he determines that their employment must be discontinued and their service in the Agency was of such a nature as to (1) require the acquisition and application of skills for which requirements in other Government or commercial fields of employment are either rare or non-existent, or (2) effectively prevent them from studying, practicing, or otherwise developing or retaining proficiency in an established occupation or profession, or (3) prevent the individual, for reasons of operational cover or security, from describing or confirming to a prospective employer the scope and level of his duties and responsibilities.

(c) Those Career Employees grade GS-13 and below whose employment must be discontinued and whose service meets the criteria in (b) above will receive separation compensation and either a refund of retirement contributions or a deferred retirement annuity at age 60 such as provided in Section 632 of the Foreign Service Act as amended.